Missouri Training and Employment Council
April 9, 2002
Harry S. Truman Building, Room 490
Jefferson City, MO

Patti called the meeting to order welcoming three new members followed by a round of introductions by the other members and guests.

Patti shared some comments from the National Association of State Workforce Board chairs.

Approval of December Minutes
Jim Dickerson made motion to approve the minutes with a correction to the appointment of Nick Nichols. Motion passed.

St. Louis Regional Workforce Development Policy Group
Summarized updates were provided on each of the four recommendations presented. It has been through the Executive Committee with the following recommendation to the Full Council.

- No action needed on items 1, 3 and 4

- Action recommended on item 2. **The MTEC Executive Committee recommends for consideration by the Full Council, a State to State reciprocal no-cost wage verification agreement with the state Illinois.**

Jim Dickerson made the motion with J. C. Caudle seconding.

Denise Cross asked for clarification as to the mechanism for the interchange of information, is that to be the Wage Record Interchange System (WRIS)?

Jim Dickerson answered that he believed the decision was to pursue WRIS but to go ahead with an agreement with Illinois in the interim.

Virginia Mee asked if we had addressed other states such as Kansas?

Rick Beasly answered that Missouri is open to agreements with all neighboring states but it has not been done yet.

John Wittstruck suggested there should be a point person for the state that knows what agreements are in process and how it is proceeding. Patti said that perhaps the Executive Committee could continue to follow this more closely and help with that effort.

Patti brought the motion on the floor forward and it passed.

Alise Martiny-Byrd asked if we could have a report at the next meeting on where we are with the other states so the issue can be kept before the council?

Joe Driskill asked if we could also have some recommendations as to which, staff or agency, would serve as the point. He believed it would be a continual concern as we try to measure the outcomes of what we do in the Workforce System.

Alise made the motion that we research the outlying states to look at the cooperation with the Unemployment Insurance as well as find a mechanism to make someone accountable as a point person, rather it be an individual or group for getting the information back to the Council.

Ben Uchitelle 2nd.

Rick mention there had been conversations with the Department of Labor (DOL) and since Rogers staff does the research for UI he would feel more comfortable if Roger would assist in that process. They have done research as to local access. They could do a little more follow up on those agreements. It really is in cooperation with DOL and we could work in conjunction with them to get the information and see that everything is in order to provide recommendations to the council.

Motion passed.

Substantially Met Local Performance for Re-designation of Local Areas **Alise Martiny-Byrd**

Patti read the first of 2 recommendations.

- **The MTEC Executive committee recommends the Definition of Substantially Met Performance be defined by the Full Council**

  Definition: "Local Areas will have 'substantially met' WIA Performance if the final Annual Report for a program Year shows that the area achieved at least 80% of the area's negotiated level on all measures (excluding Customer Satisfaction measures for PY"00), with no 'Program Area' cluster falling below 100% of the area's negotiated level."

  Alise made the motion as presented. John Wittstruck 2nd.

  Question was asked as clarification, the statement in the definition that states "that the area achieved at least 80% of the area's negotiated level on all measures", is that saying on **each** *measure?*

  Alise said that it was the intention that it be *each* because they have to make at least 80% on each of the measures, not a negotiated average of 80% of all the measures.

  Motion Passed

Alise also made the second motion.

- **That as no Local Workforce Investment Area substantially met performance as defined, that all fourteen Local Workforce Investment Areas designations be extended to the end of the State's Five-Year Workforce Investment Act Plan, in accordance with WIA sec. 116 (a) (3) (B).**

JC Caudle 2nd the motion.

When asked for an explanation of the recommendation, Alise explained that the state plan was set up for five years. Areas were given temporary designation for a period of not more than 2 years to meet all performance criteria. No one has made it but no one is seriously under either. Our thought is to keep going and continue to provide technical assistance now that we have a definition.

> ****Note: Jim Dickerson abstained from vote as chair of the Central Region. Garland Barton also asked that it be noted that he abstained from all voting today as his confirmation isn't until tomorrow.*

Motion Passed

Incentives and Sanctions Workforce Investment Act Local Area Policy

- **Alise made a motion recommending adoption of the Incentive and Sanction Policy by the Full council. Ron Vessel Seconded.**

  Recommended policy:

  - *To be eligible to apply for an incentive grant, a local area must meet two criteria. An area must achieve at least a 100% cumulative program area score for each of the program areas and for the customer satisfaction group as reported in the WIA Annual Report. In addition, a local area may not have any of their 17 measures fall below 80% of their negotiated performance levels in order to be eligible to apply for an incentive grant.*
  - *If a local area falls below this threshold of 80% on any of the performance measures for the first year, the State will provide Technical Assistance to the local area.*
  - *If a local area falls below this threshold of 80% on any of the performance measures for two consecutive years, the area may be subject to sanction.*

  In accordance with WIA Section 117(c) (3) (B) " the Governor may decertify a local board if a local area fails to meet the local performance measures for such local area for 2 consecutive program years (in accordance with section 136 (h)(2)(A). The Governor shall take corrective actions, which may include development of a reorganization plan…"
  (See also 20CFR Part 666.420)

  - *Sanction may include consolidation of local areas to achieve better results and improve administrative functions. Such consolidation will necessitate a re-certification of the Local Workforce Investment Board.*

Discussion included questions concerning how it would be determined when and if sanctions would be issued?
Roger Baugher answered that the approach was to try and cover the bases. This is the Governor's issue when it comes down to it and we want to make it clear when a sanction could occur, we want to also make it clear what may happen. The may is in there because that is going to be the action the board would take when or if we get to this point. My personal opinion is we won't need to. If it does come up then the board would need to decide on the recommendation to the Governor. The

may leaves the board open to have that discussion and then recommend to the Governor what action they feel he should take.

When did the two program years officially start with regards to the WIA regulations? I assume if we adopt this that it would retro back?
Perhaps with this policy we could have the option of going either way. We probably should be pro-active and say we are already into the second year. By the "*annual report*" which are not completed until December, it gives us time to know whether an area didn't make performance for their first and second year. I think everyone knows it. Now we have a clear definition of what performance means and what the incentive and sanction policy is. I think we can achieve it. If we got really close and the board wanted to say let's wait and look at it a second year then it could be interpreted that way without changing the policy.

So incentives and sanctions will be ready for recommendation to the Governor by December?
Yes or at least after the annual report which is due December 1.

A suggestion was made to send notice to all 14 areas on policy and that we are in the second year so sanctions could occur.

Further discussion occurred on why state and locals are not meeting performance standards.

Motion Passed.

WIA Reobligation/Deobligation Draft Policy

Alise gave brief background for this recommended policy.

The congress and the US DOL utilized a minimum expenditure requirement of 85% on Dislocated Worker Program as the basis for rescinding Dislocated worker funds this year and has incorporated projections of unexpended funds into the computation of funding in the President's FY'03 Budget proposal. For this reason the State feels it is necessary to impose an expenditure requirements on the Local Workforce Investment Areas as a method to ensure that the maximum available funding is provided for Missouri's citizens'.

Alise made the motion to accept recommend Minimum Expenditure policy as presented.

> <u>*Recommended Policy:*</u>
>
> *Each Local Workforce Investment Board for their Title I Adult, Youth, and Local Administration formula funds must expend all funds from any prior year plus at least 80% of their current year allocation by June 30 of each year (September 30, 2002 for PY'01 funds). The Local Workforce Investment Board for their Title I Dislocated Worker formula funds must expend all funds from any prior year plus at least 85% of their current year allocation by June 30 of each year (September 30, 2002 for PY'01 funds). Allocation refers to the local area original formula allocation adjusted as appropriate by transfers between programs that have been approved in the local Workforce Investment Area Plan. The higher expenditure requirement for the Dislocated Worker program reflects the rate USDOL used in their analysis plus it reflects that the State is providing*

Rapid Response funds to each area for Training which should allow them to attain a higher overall expenditure rate. These rates are the historical expenditure levels required in Employment & Training programs prior to WIA.
Those WIBs who fail to meet the minimum expenditure levels would have the amount below the minimum expenditure level de-obligated from them. The areas that met or exceeded both their performance numbers and minimum expenditure levels in the prior year would be eligible to receive a portion of these funds. The performance evaluation for the purposes of re-obligation of these funds only shall be based on the fourth quarter performance data, so that the funds are available in a timely manner. The annual performance for all other purposes including the sanction policy shall continue to be based on the final data included in the annual report. If the total amount de-obligated was more than $200,000 per program, the state would reallocate by a formula based on their prior year expenditures. If the amount de-obligated was less than $200,000 per program, the state would have the discretion to make awards to the highest performing areas. This would prevent the policy forcing the state to make insignificant awards that do not justify the additional work required to accept the funds. A maximum re-obligation of 30% of an area's current year allocation will be applied to ensure that areas receiving additional funds can be expected to expend them during that year. All the substate allocated funds must be allocated to some region so, if the maximum 30% re-obligation would cause any funds to remain unobligated, then the amount to be de-obligated will be reduced proportionally until it equals the amount to be re-obligated.

Jim Dickerson 2nd the motion.

Alise expanded that the expenditure of funds for Program Year (PY) '01 was extended to September 30, 2002 because the committee felt by addressing it today it did not give the local area's time to utilize their funds. Rick has addressed this with the local area but if it is approved as policy today we need to give them a little more time this year.

If the funds have to be spent by the end of the year what is the plan to spend them? Doesn't there have to be an orderly plan in place to make sure everything is taken care of by budgeted amounts and intensive efforts?
Jim Dickerson explained that part of the problem is the transition into WIA. In the past when an organization was required to report their expenditure levels they also report their obligations and show that as spent, but under the WIA and the DOL policy you actually have to prove you spent the money. Alise added that in the past areas were use to being able to carry over funds. Now the federal government is not letting us do that. The money has to be spent or we give it back. This is a new concept and the areas have to adjust to the new way of thinking.

If we reallocate the funds, will there be time to spend it before the federal government takes it back?
Yes, and that gives the State time to reallocate to those who are spending the funds. The ones who know how to spend the money are the ones who will be receiving it and have programs that are in need of it. If they have used up their funds then they are in need of additional funding.

Where are the problems coming from?
We have been working with the areas. All the areas have been asked and responded to why the funds are unexpended and their plan to expend them.

Patti asked for the vote on the motion as presented. The motion passed.

Alise asked to add one more item. **She moved that the WIA State Plan be modified to include the policies that MTEC has just approved and that the Division of Workforce Development (DWD) be empowered to prepare for your signature and transmit the modification to DOL. Denise Cross seconded. Motion passed.**

Lifelong Learning/Choice Implementation Plan

John Dial presented. As part of the strategic planning process we have a couple of items that were attached to the Lifelong Learning/Choice part of the plan. The proposal was presented by the presidents and chancellors of the state's public two-year community colleges and is guided by the following to state-level initiatives to improve the skills and competencies of Missouri's labor force.

John made the motion to recommend that the Missouri Training and Employment Council (MTEC) accept the implementation plans submitted by the presidents and chancellors of the state's public two-year community colleges to the Coordinating Board of Higher Education for Strategic Initiative 1, Action Strategies 2 and 3 and Strategic Initiative 4, as MTEC's plan to implement its Strategic Plan, Strategy 3, Lifelong Learning/Choice.

Strategic Initiatives and Action Strategies

Strategic Initiative 1:
Increase college attendance rates by making affordable higher education opportunities available to more Missourians.

Action Strategies:

- *#2—Provide seamless transition programs that will improve the progress and achievement of ABE/GED students through Missouri's two and four-year higher education system.*
  - *Objective: increase the number of GED graduates who matriculate into Missouri community colleges by at least 10 percent annually over the next five years. Under conditions of program expansion and increased funding, achieving this goal may well be possible. Currently, however, an annual increase of 5 percent is more realistic.*

- *#3—Utilizing the One-Stop Career Center concept, to include providing low-income and under served adults populations with information and transition services to assist with career decision making and matriculation into community college.*
  - *Objective: increase the number of One-Stop clients enrolling in community college remedial/developmental services, job development and training, local workforce investment boards or degree granting programs by 10 percent annually over the next five years. This goal may well be possible, however currently, an annual increase of 6 percent is more realistic.*

Strategic Initiative 4:

- *Promote economic development by preparing a qualified workforce and increasing services to employers.*
  - *Sub-Objective: improve the earning capabilities and opportunities for marginally prepared and employed adults to lead productive and dignified lives.*

<u>*Action Strategies:*</u>

- *Develop institutionally specific programs designed to meet the employment needs of workers in the service region, in one or more categories below:*
    - *Pre-workforce students, pre-workforce preparation, workforce challenged, career changes, upgrade skills or established workers and/or employment growth.*

David Heath second.

The draft that was submitted by the presidents and chancellors was provided in MTEC binder for review prior to the meeting. John Wittstruck recommended that to fully understand the connection of the MTEC lifelong learning initiatives and the Coordinating Boards targeted service initiatives you need to read the attachment.

Virginia asked if it was meant to exclude the 4-year schools? The regional universities have not been encouraged to participate in this.
The 4-year schools participate on the Regional Technical Educational Council (RTEC) so they have been included in the discussion and perhaps it is an opportunity for this to grow. This is an overall effort to make sure that Missourians have the access to the levels of education and continual education and training. It might be appropriate to include in the recommendation that the intent of this motion is not to exclude the 4-year institutions from this initiative to promote lifelong learning for all Missouri citizens.

Virginia emphasized she would like to see a statement in the plan such as John just made. She feels it is very important on the customer service level that the customer has the information available that it is their choice where they go. They need to go where they feel they will receive the best return for their vocational adjustment.

Patti spoke up that there was a motion before the board and if it is your pleasure we will amend it to say that we are not excluding 4-year institutions. John Dial agreed.

Joe Driskill asked before the vote if he could make an editorial comment on the 2-year verses 4-year question. John Wittstruck, Rick Beasley, several other folks and I attended the National Governor's Association (NGA) conference. The kind of lifelong learning/choice that John described here that the coordinating board adopted is the kind of strategy that a lot of States are pursuing. That our workforce system emphasizes the access to knowledge and lifelong learning that empowers people to work at higher wage jobs.

Jim Dickerson called for the question.

Patti called the vote for the motion as it was amended. The motion passed.

Governor's Conference Awards

Fred Grayson, chair presented a motion before the council recommending **that the MTEC grant the Awards and Evaluation committee the authority to develop and enact a process to solicit nominations for Governor's Award recipients at the October, 2002 annual conference. That the committee be granted full responsibility to select specific award winners and to issue a**

report on those winners at our October meeting. Furthermore that the committee be fully empowered to solicit all alumni of the year from Missouri's workforce regions and to develop all necessary and appropriate processes for their recognition during our October conference.

Ben Uchitelle second.

Motion was passed unanimously.

Business & Labor AdHoc Committee

John Dial spoke for the committee. Their last meeting was in October and they feel their work is done. The committee asks that MTEC accept this as the final report and recommendations for review. They would be happy to meet again if MTEC has other items that they would like them to discuss. These are the recommendations they would like MTEC to consider.

- Make sure RTECs are doing their jobs….establishing curriculum for the region's businesses and working towards a seamless course in lifelong learning from the vocational schools to the community colleges to the four-year institutions.

- Make sure appointments of MTEC are RTEC members on local WIBs.

- Regional skills alliance developed.

- Explore possible ways businesses and schools systems can work together.

- How to put a different spin on vocational education and advanced manufacturing-marketing the merits of vocational education.

- Career centers should provide access to lifelong learning where as the community colleges should provide the training.

WIA 2nd Quarter Report

Roger Baugher referred members to tab 11 and the WIA performance-EZ and explained the chart. He related this performance form to the measures talked about in the Minimum Expenditure policy that was passed earlier and the program areas with the percentages required. The EZ form is laid out to show the negotiated level for the state (what we are shooting for with DOL), the actual level (the rate that we have achieved through the second quarter), and the percent of projection. It also helps the local boards to look at the big picture real quick. Roger also explained how the rates were captured. The Statewide reports should be available for each meeting.

MU Contract Presentation

Dr. Peter Mueser presented for the University of Missouri a summary of several reports that have been submitted to MTEC over the last four months.

The first major question is what kind of Jobs lead to stable Employment? Meaning when participants come through the system what kinds of jobs are most likely to lead to a position where they stay in the job for an extended period. The population of interest are participants in the workforce development system in program year (PY) 1999 (July 1998 – June 1999), focusing on "leavers", those participation in the program year but not in the same program in the following PY, and the participants that still have jobs in the quarter after leaving the system. Figures showed "leavers" are concentrated in a few industries, of which four are also the most stable. Implications show that although it helps to have a job in a stable industry it is critical to obtain the skills to move to a job in a more stable industry.

The next challenge was evaluating the workforce development system over time. How have the number of participants changed and how have the outcomes for them changed? The data over the last five PY was used to compare. Using the method of comparing "leavers" the year preceding the program with the year following the program. Figures showed that the number of participants is declining especially in Employment Security (ES). This is due mainly to the strong economy.

With the unemployment rate going up it is not very surprising that fewer people who didn't have jobs are getting jobs by PY'99. What we are observing is the sift in the economy from a very strong economy where only the most disadvantage are without jobs, to a position where those same people who are disadvantaged are looking for a job in a much worse economy than the case in the a couple of years prior.

Next the measure they analyzed was how many moved from below to above poverty. What we see here is the portion has again gone down and the same holds here with people looking for jobs in a tougher/tighter economy.

Most of those with jobs hold them for 12 months and job stability remains high during the period of economic growth for those who get jobs. Implications from this include extraordinary economic growth and sharp downturn creates challenges for system. Those without jobs after the period of growth are often people with special problems. After PY'99, they faced the additional problem of a weakening economy.

Recommendations are; during the period when we have relatively small numbers of people, providers should try to direct clients toward long-term intensive services. As we see more clients flooding into the system in response to an economic downturn it is critical that the system provide at least some services. If we are now coming out of the recession the people who are in the system now requesting services may not need a lot of help. They need to go through at least assessment services but that maybe all that they need.

Finally, for the calculation on return on investment for the Workforce system, costs were calculated for each of the programs as annual costs per leaver then averaged across the program by the number in the programs. Benefits were measured as the average earnings in the year following participation minus the earning in the year prior to participation in the program. When you measure earnings/gains in this way it is a very comprehensive measure of the benefits of a program.

The average expenditure per person who runs through the program is in the range of $570 - $590 for this period (PY'98 & PY'99). To calculate they used the amount of increase in earnings for each dollar expended. In 1998 earnings of individuals increased by $2.89 for every dollar spent by the workforce system and in 1999 it was $1.33. These numbers are influenced by a number of things such as the economy, hard to serve participants, etc. so it is not possible to produce anything more than a very good estimate.

Summary of recommendation from MU;

- In the current recessionary period, WFD providers direct participants to relatively long-term intensive services such as classroom training, on-the-job training and other educational services. These services provide participants with the skills necessary to find another job if necessary.

- WFD providers remain prepared to deal with a rapidly growing number of participants requiring less intensive services. We also recommend that providers emphasize assessment services, which may be particularly helpful for female and minority participants.

- The system continue to emphasize the coordination of services across the separate programs. With dramatic increases in participation, as may be expected due to the current downturn, the ability of the new system to channel additional individuals into low cost available services may be particularly valuable

- Future studies examining the impact of Vocational Rehabilitation and JTPA (or related) services focus on the long run impact of these services as opposed to focusing on impacts over one year.

MERIC Presentation

Marty Romitti talked about better dissemination of information. They are trying to get value-added research out and also get feed back on types of information you would like to see.

Marty demonstrated types of information available on their Web site http://www.MissouriEconomy.org. He talked about movement into CE based products, discussed more on wage record research as well as evaluating some of the effectiveness of training programs.

Marty mentioned that MERIC in the next couple of weeks, will be producing an interactive CD 'the Missouri Employment Outlook'. This will also be available on their web-site. It will have industry and occupational projections through 2008 for Missouri and by WIA areas. With the budget crunch hard copies, unit wise, are more expensive to produce than CD's. The CD's will give you a lot more information and the ability to print out the sections you want.

Marty finished by saying MERIC is looking for the type of partnership that working with MTEC brings. Working with the different agencies perspectives and the potential to tailor the data the way that benefits a large group and the activities that MTEC brings together at one table.

He provided a handout called Lighting the Way with Labor Market Information. This shows the potential of the collaboration and partnership of the new data system. DOL was helpful as we both worked to test out a new federal system that enable you to link the employment information with the micro level wage data for each worker in the state. This is the most extensive product that has been produced in the country so far. By bring together two different databases located in two different locations they were able to look at workers affected by mass layoffs in 1999 and were able to provide the information in this report. Information including who the people are, what was their general age, how many of each gender, what demographic they came from, etc. Then they connected it to the follow-up side to show if they were able to get re-employed, how long did it take, were they able to recover their wage rates. In general what was found was if they were laid off from manufacturing sector in 1999 and were one of the few that were re-employed in manufacturing, they were able to recapture their wage. If they had to go into the service area they weren't able to capture their former wage.

John Wittstruck wanted to go on record that he would encourage MERIC to be careful on their language in how they approached these issues. In particular how the reports are read and interpreted by individuals for reasons that you have no control over. Also he believed that education had done some similar reporting and he would not like to see duplicate or contradicting reports out there.

Patti suggested that perhaps the Evaluation and Awards committee could take a look at the proposal and give us some recommendations by our July meeting on how we should proceed with them.

Denise Cross said she would also suggest that we look at what reports are to be done especially the potential projects. She also thought, like John, that DSS had some similar reports and wasn't sure of the need for duplication or use of different assumptions/conclusions that are not based on the same information. That can sometimes cause more confusion.

Patti said that the Lighting the Way with Labor Market Information research proposal would be referred to Evaluation and Awards for more study.

Department of Elementary & Secondary Education Performance Report

Nancy Headrick Assistant Commissioner for Vocational and Adult Education with the Department of Elementary & Secondary Education (DESE) presented. Referring members to the information in their binders she hope that it gave them a good overview of two pieces of legislation, The Adult Education & Literacy (AEL) and Carl D. Perkins Vocational and Technical Education. Also included, starting on page 27, were brief summaries of other programs in DESE that are related to Workforce System programs.

AEL was designed to help individuals who are 16 yrs. of age or older to read, help to write English, and hope it will help raise their educational level. The purpose hopefully is to expand those educational opportunities for adults and that it will help them to obtain a good job or a better job.

Five Core outcome measures of AEL:

- ♦ Educational gain (achieve skills to advance educational functioning level)

- ♦ Entered Employment (did the learner get a job once they exited the program)

- Retained Employment (did the learner remain employed in the 3rd quarter after exit)

- Receipt of a Secondary School Diploma or GED

- Placement in Postsecondary Education or Training

Overall the performance measures were met for both Vocational Education as well as Adult Education.

Strategies for improvement:

- Perkins Grant Facilitation Team using fewer staff for monitoring and technical assistance to allow for a quicker turn around and a consistency in responses that are given to the people in the field.

- Developed an on-line web-based application for quicker service and approval

- Working on building in the financial and data collection system on line
  When finished should have a total paperless process

- Also looking at improvement. If schools have a core indicator in which they have not met performance they are required to direct some of their fund toward that indicator. In addition districts can set aside 5% of their dollars for professional development

- Develop a best practices document in which local recipients have shared ways in which they believe has helped them to meet or exceed our level of performance.
- Have been getting a lot of technical assistance from Office of Vocational Adult Education in Washington, D.C. Really helped to look at our data, how we interpret it, and what we can do for improvements. Next step is to do the same for the school districts and help them better see the changes they can make.

UI Trust Fund and Reed Act Update

Gracia Backer, Director of Employment Security, presented to the Members. She began with a brief history of the UI Trustfund. A meeting was held in 1998 where Representatives of the house and of business groups and labor met to talk about the future of the trustfund. At that time it was projected that by the year 2003 that the trust fund would become solvent. It was also agreed that an increase of the benefits would take place but because times were good, business decided that they wanted the law to stay as it was. The initial projections were on target until about two months ago. Rather than the mid 2003 solvency the date was moved to Dec. of 2002. Once again the solvency had changed, not because of any economic upturn or any changes in UI Trustfund law, rather is was given a big Band-Aid from the federal government in the form of $161 million Reed Act distribution in March. At the current rate insolvency will now be delayed until March of 2003, become solvent again after the first quarter employer contributions and permanently insolvent in Sept. 2003. Unless a law change occurs during this general session, Missouri will be required to borrow money from the federal government. Beginning in 2003 a surcharge will be added to the employers wage contributions to pay for the interest charges. If we do not repay the loan in full and consequently become solvent within two years the employers will see a reduction in their FUTA beginning in 2005.

The Extended Benefits Act took place March 10th and we were very proud to have been on-line in little over a week. 188,000 notices have been sent to potentially eligible people since March 21 and we have filed and processed over 21,000 extended benefits claims and answered over 76,000 calls. I think the commission has done a tremendous job addressing this issue along with the continued unemployment claims we get daily.

In order to solve this problem we have given several proposals with scenarios to the legislature. We are not promoting any. We feel the problem could be solve if legislation would pass to increase the taxable wage base, look at the contribution rate, and/or look at the UI trustfund cap.

Next meeting

Next meeting will be held July 23rd hosted by the Boeing Company in St. Louis. There are some security restrictions involved and David Heath will be working with MTEC staff to have everything in place by the meeting.

Additional items

Heartland Conference will be in Kansas City April 30th- May 2.

Question was asked where we stood on the system newsletter? Rick Beasley said one of the factors was the cost of publishing. There is probably a way to get the information out electronically on something like Desktop Publishing.

Rick announced the Southern Growth Policies Board Annual Conference will be held June 9 – 11th, in Hilton Head, North Carolina. The topic is "Human Capital Strategies for the New Economy". Clyde McQueen, one of our WIB Directors will be doing a presentation at the conference. Our Governor and Joe Driskill are planning to be there.

John Dial made the motion to adjourn.